

### Old Age, Disability, Death

First law: 1922.

Current law: 1990, as amended 1992 and 1993.

Type of program: Social insurance system.

**Exchange rate:** U.S.\$1.00 equals 3,220 rubles (R).

Republics, local authorities, and employers can provide supplementary benefits out of their own budgets.

#### Coverage

Employed citizens, self-employed, and independent farmers.

Special provisions for professional athletes, cosmonauts, military, public prosecutors, and judges.

#### Source of Funds

**Insured person:** 1% of earnings. 5% of earnings for self-employed and independent farmers.

**Employer:** 28% of payroll; 20.6% for state and collective farms, and other agricultural enterprises; contributions exempted for organizations of and for the disabled and pensioners.

**Government:** Subsidies as needed. Full cost of *social pensions*. Above contributions also finance work-injury disability and survivor pensions.

Funding of *early pension*, see Unemployment Insurance below.

#### Qualifying Conditions

**Old-age pension:** Age 60 and 25 years of covered employment (men) or age 55 and 20 years of work (women); requirements reduced for work in the far north region, hazardous or dangerous work, and to mothers of 5 or more children, or of disabled children. Not payable abroad unless reciprocal agreement.

**Disability pension:** Insured has a minimum of 1 to 15 years of covered employment, depending on age of onset of disability. Total disability (incapacity for any work): Group I disability, requiring constant attendance; Group II disability, not requiring constant attendance.

Partial disability (incapacity for usual work): Group III disability.

**Survivor pension:** Insured has up to 15 years of work, payable to surviving, nonworking dependents (including children; spouse; either parent, if disabled or of pensionable age; grandparents, if no other support available; and other relatives—regardless of their age or ability to work—if employed by the deceased to care for grandchildren, children, or siblings under age 8).

*Social pension:* Disabled citizens or meeting the age requirements (i.e., age 65 for men or 60 if women; orphans under age 18; or disabled children under age 16), and who are not eligible for employment-related old-age, disability, or survivor pension.

#### Old-Age Benefits

**Old-age pension:** 55% of *wage base*, if 25 years (men, or 20 years if women) of work; plus 1% of wage for each year in excess of 25 years (men, or 20 for women). Payable monthly. Maximum: 75% of *wage base*, not to exceed 3 times the minimum pension.

Minimum pension: R34,400 as of January 1, 1995.

*Wage base* equals gross average earnings in 2 years preceding retirement or any continuous 5-year period.

Partial pension (if insufficient years of covered employment):

Monthly benefit reduced in proportion to number of years below required years of coverage; minimum, 2/3 of minimum old-age pension.

Supplement for disabled dependents: Monthly benefit at 2/3 of minimum old-age pension for each disabled dependent of non-working pensioner.

Constant-attendance supplement (pensioner aged 80 or over): 2/3 of minimum old-age pension per month.

*Early pension* to unemployed older workers (men aged 58-59; women aged 53-54): Same as old-age pension (excluding supplementary benefits).

*Social pension:* 2/3 of minimum old-age pension per month.

Adjustment: Quarterly review of pensions according to cost-of-living changes in the form of fixed amount or proportional increase of all pensions.

#### Permanent Disability Benefits

**Disability pension:** Total disability pension: Group I disability pension, 75% of *wage base* (see old-age pension) plus constant attendance supplement; Group II disability pension, 75% of *wage base*. Minimum: 100% of minimum old-age pension. Maximum: same as old-age pension.

Partial pension for total disability (if insufficient years of covered employment): Same as under old-age pension.

Supplement for disabled dependents: Same as under old-age pension. Constant-attendance supplement (Group I disabled and other medically certified pensioners): Same as under old-age pension.

Partial disability, 30% of *wage base*; minimum, 2/3 of minimum old-age pension. Payable monthly.

*Social pension* for totally disabled, or disabled children under age 16: 100% of minimum old-age pension; constant attendance supplement (for totally disabled, if disability began in childhood, or disabled children). Same as under old-age pension.

*Social pension* for partial disability: 50% of minimum old-age pension per month.

Adjustment: Same as old-age pension.

#### Survivor Benefits

**Survivor pension:** Payable monthly at 30% of *wage base* (see old-age pension) for each dependent.

Minimum: 2/3 of minimum old-age pension.

Full orphans: 150% of minimum old-age pension.

Partial pension (if insufficient period of covered employment): Same as under old-age pension.

*Social pension* for totally disabled and full orphans: 100% of minimum old-age pension.

Adjustment: Same as under old-age pension.

#### Administrative Organization

Pension Fund of the Russian Federation and its regional counterparts: collection and management of payroll contributions and financing of benefit payments.

Federation Ministry of Social Protection and regional social protection departments, administration of benefit awards and payments.

## Sickness and Maternity

First law: 1912.

Current law: 1955, as amended 1984 and 1990; medical care, 1992.  
Type of program: Dual social insurance (cash benefits) and universal (medical care) systems. Implementation of medical insurance scheduled for January 1, 1993, but progress depends on regional governments.

### Coverage

**Cash benefits:** Employed citizens (including members of collective and state farms, self-employed, and independent farmers), and non-working citizens (including students and the unemployed).

**Medical care:** All residents.

### Source of Funds

**Insured person:** None for cash benefits or compulsory medical insurance. May contribute to voluntary supplementary medical insurance, rate varies according to plan.

**Employer:** Cash benefits: 5.4% of payroll to *social insurance fund*; medical care: 3.6% of payroll for compulsory medical insurance. Contribution rate for voluntary supplementary insurance varies according to plan.

**Government:** Central government: cash benefits for non-working citizens; central and local governments: costs of compulsory medical insurance for non-working citizens, including children, students, pensioners, and the unemployed.

### Qualifying Conditions

**Cash and medical benefits:** No minimum qualifying period.

### Sickness and Maternity Benefits

**Sickness benefit:** 60% of earnings, if less than 5 years' uninterrupted work; 80% if 5-8 years; 100%, if over 8 years (or if 3 or more dependent children). Minimum: 90% of minimum wage (minimum wage: R20,500 as of January 1, 1995).

**Maternity benefit:** 100% of earnings payable for 10 weeks before and 10 weeks after confinement.

Monthly benefits equal to 100% of minimum wage paid to employees on leave to care for children under 18 months old.

### Workers' Medical Benefits

**Medical benefits:** Compulsory medical insurance: Medical services provided directly to patients by public and private health providers. General, preventive, and emergency care, hospitalization, laboratory services, dental care, maternity care, vaccination, and transportation. Medicines are free if provided with hospitalization, for disabled persons, or children under age 3.

Voluntary medical insurance: specialized care, expensive medicines, and appliances.

### Dependents' Medical Benefits

**Medical benefits for dependents:** Same as for head of household.

### Administrative Organization

**Cash benefits:** Social Insurance Fund of the Russian Federation and regional social insurance funds, financing of cash sickness and maternity benefits; regional departments of social protection, administration of maternity benefits for the unemployed and other non-working citizens; enterprises and employers pay benefits to own employees.

**Medical care:** Federation Ministry of Health and regional health departments, implementation of state health care policy and development of health care programs; provision of medical services through clinics, hospitals, maternity homes, and other medical facilities, including private health providers.

## Work Injury

First law: 1903.

Current laws: 1955, as amended 1984 and 1990 (short-term benefits), as amended 1992 and 1993 (pensions).

Republics, local authorities, and employers can provide supplementary pension benefits at their own expense.

Type of program: Social insurance system.

### Coverage

Employed citizens, self-employed, independent farmers, and students. Medical care, available to all residents.

### Source of Funds

**Insured person:** Cash benefits: see sickness benefits and pension contributions above; medical care: see general medical care, above.

**Employer:** Cash benefits: see sickness benefits and pension contributions above; medical care: see general medical care, above.

**Government:** Cash benefits: see sickness benefits and pension contributions above; medical care: see general medical care, above.

### Qualifying Conditions

**Work-injury benefits:** No minimum qualifying period.

### Temporary Disability Benefits

**Temporary disability benefit:** 100% of earnings.

Payable from first day of incapacity, until recovery or award of disability pension.

### Permanent Disability Benefits

**Permanent disability pension:** Same as general disability pensions, above.

### Workers' Medical Benefits

**Medical benefits:** Same as compulsory medical insurance, plus free appliances and medicines, and specialized care under terms of enterprise voluntary supplementary insurance coverage.

### Survivor Benefits

**Survivor pension:** Same as general survivor pensions, above.

## RUSSIAN FEDERATION

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### Administrative Organization

**Temporary disability benefits:** Payment financed out of the Russian Federation and regional social insurance funds; enterprises and employers pay benefits to employees.

**Pensions:** Same as under old-age, disability, and survivor pensions, above.

**Medical care:** Same as under general medical care, above.

### Unemployment

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First law: 1921.

Current law: 1991, as amended 1992 and 1994.

Republic and local governments may establish supplemental benefits to the unemployed and their dependents out of their own budgets.

Type of program: Dual Social insurance system.

#### Coverage

Citizens aged 16-59 (men) or 16-54 (women).

#### Source of Funds

**Employee:** None.

**Employer:** 2% of payroll.

**Government:** Subsidies as needed from Federal and local governments.

#### Qualifying Conditions

**Unemployment benefit:** Registered at employment office, employed for at least 12 weeks in the last 12 months, and ability and willingness to work. Benefits may be reduced, postponed, suspended or terminated if worker is discharged for violating work discipline; leaving employment without good cause; violating conditions for job placement or vocational training; or filing fraudulent claims.

#### Unemployment Benefits

**Unemployment benefit:** Russian Federation minimum standards: Unemployment benefits payable after the unemployed has exhausted the maximum 3-month period for job search while paid 100% of average wage during previous year by former employer.

Unemployment benefits are paid by the Federal Employment Service for 12 months, plus an additional 2 weeks of benefits for every year worked over 25 years (20 for women), up to a total of 24 months within 36 calendar months. Benefits are payable equal to 75% of average monthly wage during last 2 months preceding unemployment for the first 3 months; 60% for next 4 months; and 45% for last 5 months. Maximum: not to exceed 100% of average wage of enterprise; minimum: 100% of minimum wage (R20,500 as of January 1, 1995).

For unemployed persons who do not meet the prior work condition, or never worked before: 75% of minimum wage.

Dependent supplement: 10% of unemployment benefit for each dependent. *Early pension* to unemployed older workers (men aged 58-59; women aged 53-54): Same as old-age pension (excluding supplementary benefits).

### Administrative Organization

Russian Federation Federal Employment Service, general supervision. Regional employment services, administration of program.

### Family Allowances

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First law: 1944.

Current law: 1993.

Republics, local authorities, and employers can provide supplementary pension benefits out of their own budgets.

Type of program: Universal system.

#### Coverage

Children under age 16 (or until completion of general education).

#### Source of Funds

**Insured person:** None.

**Employer:** Social Insurance Fund pays monthly benefits to employees on leave to care for children under 18 months old (see cash benefits for sickness and maternity above).

**Government:** Federal and local budgets pay for remainder of benefits.

#### Qualifying Conditions

**Family allowances:** Vary according to benefits.

#### Family Allowance Benefits

**Family allowances:** Monthly benefit at 100% of minimum wage for each child under 18 months, 70% of minimum wage for each child from 18 months to 6 years old; 60% of minimum wage if child aged 6 to 16 (or until completion of general education).

Supplementary allowances to children of single mothers (or of parents evading support): 50% of monthly benefit for each child under age 16 (or until completion of general education).

Birth grant: Lump sum equal to 5 times minimum wage.

Funeral grant: Lump sum equal to 5 times minimum wage.

#### Administrative Organization

Russian Federation Ministry of Social Protection, general oversight of the program. Regional departments of social protection, administration of benefit awards and payments to non-working parents; enterprises and employers, benefit awards and payments to own employees.

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